



Wellsway School

Assistant Principal: Culture & Ethos



Dear Applicant,

Thank you for your interest in this post and for taking the time to read this candidate pack, which I hope gives a flavour of our school that supports what is available on our website. We are proud of the quality of the school experience we provide to our students and firmly believe Wellsway is a great place to both learn and work.

This is a new role that reflects our commitment to developing confident, respectful and successful young people. If successful, you will be a key leader in what has been recognised by Ofsted as a successful leadership team and will have the benefit of working closely with an extremely experienced Designated Safeguarding Lead who works strategically across the trust. The post-holder will also play an essential role in our school's wider leadership and day-to-day operation and will have the opportunity to contribute to the work and development of our Trust.

Our values of confidence, respect and success underpin everything that we do to ensure students have the best possible experience whilst under our care. Inclusive teaching and learning is central to our work and we want students and staff to be inspired and motivated by exciting and enjoyable learning. Curriculum and Pastoral Teams are very well led, stable and readily supportive of each other in developing approaches which lead to superb student results and achievements.

The post of Assistant Principal: Culture and Ethos has the potential to be a career changing opportunity for you. You will continue to grow and develop as part of our Senior Leadership team and we firmly believe in providing professional and leadership development opportunities that are appropriate to career stage and allow staff to fulfil their career ambitions.

We are committed to achieving our goals and look forward to welcoming the successful candidate as an important member of our team.

In your application and at interview, I am particularly looking forward to hearing your views on what you would bring to all stakeholders and to the Senior Team at Wellsway School. You may wish to consider how you can contribute to a team so that we maintain and develop:

- A positive and respectful ethos and culture of aspiration, celebration and reward across the school community.
- The highest standards of students' attitudes to learning and behaviour.
- A successful and forward thinking school, committed to ensuring the best possible experience and achievements for our students

To apply please follow the instructions on the job advert.

I very much look forward to receiving your application. In the meantime please read on for further information about the Trust and Wellsway School which I hope you will find useful.

Yours faithfully



Matthew Woodville
Principal

Wellsway School

Introduction

Wellsway School is a successful, high-performing 11-18 mixed comprehensive that is popular and over-subscribed, with almost 1300 students on roll. The school is set on the east side of Keynsham, eight miles north-west of Bath and seven miles south-east of Bristol and we are fortunate to have a large, semi-rural setting with excellent transport links for students and staff. Having been part of the Wellsway Multi-Academy Trust since it was founded has already brought many benefits to the school community and a real strength of the trust is its cross phase nature, allowing us to work with leaders with a wide range of experiences and students across all the age ranges.

Our school has an excellent reputation locally and in the wider community for academic excellence and the quality of its pastoral care and support. The school has an ability profile which is above the national average, with a significant proportion of very able students. We are fortunate to have a supportive parent body who have high aspirations for their children.

Exam results

Staff at Wellsway are dedicated to supporting and encouraging students, and giving them the tools and the confidence to explore what life and the world have to offer. The five years plus that students spend here will be the foundation on which they build their futures and we strive to deliver an education that allows students to succeed in all aspects of life in keeping with our school motto: "Futura Aedificamus – we build for the future". Examination success is a cornerstone of our work and we are delighted with our 2018 examination results, which put us among the top-performing schools in the region.

Overall, results for students at Wellsway School were very pleasing indeed for school leavers in the school year 2017/18. GCSE results saw 82% of students passing English and mathematics at Grade 4 or better and 77% gaining 5 or more good passes including English and mathematics.

GCSE Results Summary

| Performance Measure | Wellsway 2017 | Wellsway 2018 | National Average 2018 |
|---------------------|---------------|---------------|-----------------------|
| Progress 8 | +0.02 | +0.04 | 0.00 |
| Basics 4+ | 84% | 82% | 64% |
| Basics 5+ | 55% | 57% | 43% |

A Level

| Year 13 grade range | Wellsway 2017 | Wellsway 2018 | National Average 2018 |
|---------------------|---------------|---------------|-----------------------|
| A*-B | 41% | 54% | 53% |
| A*-C | 71% | 81% | 78% |
| A*-E | 97% | 99% | 98% |

Curriculum

Our curriculum is designed to be broad-based and balanced to inspire and support students in their progression to Post 16 education and training, then to their chosen career path or destination. We also believe the curriculum has a vital role to play in preparing students for the opportunities, responsibilities and experiences of adult life; to promote spiritual, moral, cultural, social, intellectual and physical development and to promote British Values, for example democracy and the rule of law.

We believe a three year Key Stage 3 is important to allow students to fully experience a broad and balanced curriculum before they make option choices in Year 9 and begin a more personalised pathway at Key Stage 4. We have a well-developed care, advice and guidance programme to support students at each point in their school career, especially around the time when options are made in Year 9 for Key Stage 4 subjects and in Year 11 for Post 16 pathways. This is enhanced by our vertical tutor group structure that allows for peer to peer support and by events such as our Year 9 Pathways Evening.

Cross curricular elements, including PSHE (personal social and health education), SMSC (spiritual, moral, social and cultural development), CEIAG (Careers education, information, advice and guidance) and British values, are delivered through the subject content of lessons, the tutorial programme, assemblies and discrete activities for year groups or identified groups of students.

We are proud of our rich and varied curriculum and the wide range of enrichment and extra-curricular opportunities available in our sixth form and being part of the Wellsway Multi Academy Trust significantly increases the opportunities available to students both in terms of the courses on offer and the expertise that the schools have.

The curriculum is enriched and extended through an ever-increasing extra-curricular offer, which we believe is essential for student development and for students to leave school with long lasting and positive memories of their time with us at Wellsway School. Our Challenge Programme and opportunities for student leadership aim to extend students' knowledge and understanding whilst developing essential skills for success in later life.

The school is currently organised into curriculum teams: English; Mathematics; Science; Humanities; Languages and Business; Design, Technology and Art; Physical Education and Performing Arts and Inclusion. Each team is led by a Curriculum Director and supported by Assistant Team Leaders and Subject Leads.

Pastoral Provision

Pastorally, Years 7 – 11 are organised through a house system with vertical tutor groups. There are four houses: Burnett, Compton, Newton and Stanton, each named after a local village. Each house is led by a head of house, ably supported by a non-teaching learning mentor. The friendly rivalry and competition that this system engenders is another strong aspect of the school alongside the friendly, family feel that the vertical organisation helps to foster.

Wellsway Sixth Form is a very special part of the school and each year we are pleased to welcome students from other local schools who join students from Year 11. We have vertical sixth form tutor groups and our Officer and Ambassador Teams work across the whole school community, taking responsibility for contributing to the school's culture and ethos.

Staff Benefits

- Teacher's Pension Scheme (contributory)
- Discounted sports centre/gym membership
- Free wellbeing support and medical cover
- Free on-site parking
- Cycle to work scheme
- Childcare voucher scheme
- Eye care vouchers

Staff Wellbeing

Staff are our most important resource and are valued, supported and encouraged to develop personally and professionally within a learning and caring community. We believe there is a relationship between healthy, positive staff and school improvement and are committed to our duties as an employer to ensure policies and practices are sensitive to staff wellbeing.

Wellsway's practices aim to support staff health and minimise the harm from stress and to create a school ethos where all staff feel valued, with respect, empathy and honesty forming the cornerstones of all school relationships.

Leaders at all levels take wellbeing seriously: staff wellbeing is an area on the school improvement plan and staff voice is regularly considered alongside the work of the staff wellbeing committee which meets every term and has representation from the whole staff body. The committee agrees its own agenda, minutes are published and key points are highlighted to staff in the staff bulletin. The group organises staff social events and a staff fund for gifts and cards.

We invest in **staff welfare** through:

- A large and well-appointed staff room that provides free tea and coffee throughout the day in addition to free freshly brewed tea and coffee being served at break alongside freshly baked food for purchase.
- Opportunities for all staff to socialise and relax, through parties and social events
- Supportive services such as a counselling programme to provide professional help and confidential stress counselling either face to face or via a telephone helpline.
- Responding sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of the school. Relationship counselling and weight management is also provided.
- Maintaining contact with staff when they are absent for long periods, sending gifts and cards and a generous absence policy allowing up to 5 days pro-rata for carers' leave each academic year.

We encourage and invest in **staff health and fitness** through:

- On-site free health screening, free flu jabs and a 24 hour GP telephone helpline.
- Reduced membership fees for the gym in the modern and well equipped sports centre.

We support staff wellbeing through our **school organisation**:

- Team meetings provide time to share resources and lesson plans, and teams have greatly improved schemes of learning to aid teacher planning time.
- New staff are supported with a thorough and supportive induction programme.
- A welcoming and tidy staff room is sensitive to issues of race, gender, homophobia, culture and disability.

Effective communication aims to support staff via:

- A printed diary, an electronic calendar, a weekly bulletin and briefings to reduce email traffic to all staff.
- A range of strategies to involve staff in school decision making processes and regular line management meetings to provide time for real dialogue around any concerns and issues. No concern is too small to be taken seriously, and everyone has someone they can speak to – we believe in an open culture where staff feel encouraged and able to speak about pressures and where staff are empowered, through training and support, to deal positively with stressful incidents.

In Summary

Wellsway School is a hardworking school. We are here to ensure that every student achieves as much as possible during their time with us. We want every child and young person to leave us as a well-qualified and well-prepared young person who will be ready to move on confidently to the challenges of adult life.

As well as having high expectations of our staff and students, we also look for commitment from parents, families and carers. Wellsway is a true community school and we work hard to ensure that this is the case. We are lucky to have an excellent sports centre and an artificial pitch that are available for community use through Sport Wellsway, the company that runs the sports centre and lettings. As a result our school site is a very busy place, including in the evening and at weekends.

Wellsway School is a fantastic place in which to work. Students are respectful and committed to succeeding and staff are enthusiastic and committed to delivering the best possible learning outcomes and school experience for our students.